



GENERAL GOALS AND OBJECTIVES PGY-5

The PGY-5 residents are Chief Residents on the three most complex services in the UTHSCSA system – University Hospital, VAHCS and Santa Rosa Adult service. The fourth rotation is Administrative Chief Resident. The UH has a three resident team with responsibilities for the level 1 trauma center, general ER, outpatient clinics, inpatient ward and inpatient consult service. The VA has a general ER, multiple outpatient clinics, an inpatient ward, spinal cord service, and an inpatient consult service. The Santa Rosa Service encompasses the Medical Center facility where most of the surgical activity occurs. During this year, the chief resident is called upon to hone administrative skills that will serve as criteria for graduation and the basis for running a practice later. The resident will also participate in the more complex open, laparoscopic, robotic and endoscopic cases while guiding the surgical development of the more junior residents. The Administrative rotation involves coverage of leave for the other residents as well as taking a lead role in educational efforts - especially the MS-3 and MS-4's rotating on the services.

General Goals:

1. Build upon the knowledge base from the previous surgery experience.
2. Refine communication skills related to providing supervision of consultative services in the hospital and outpatient services.
3. Nurture and continue to build upon the liaison with other members of the Urologic community and establish a reputation as a professional.
4. Prepare for part 1 of the Urology Board Certification examination
5. Begin the process of obtaining a permanent license if not already completed
6. Successfully compete for Fellowship or private practice opportunity.

Objectives:

1. Prepare Urology lectures on topics related to the AUA Curriculum.
2. Prepare a clinical, basic science research, or QA project for presentation at the end of the academic year.
3. Present demonstrative clinical cases at conference.
4. Actively participate in Conferences and Tumor board.
5. Present at the Tumor Board and preoperative conferences.
6. Complete self-assessment and Individualized learning plan.
7. Complete peer, faculty and program evaluations to help improve the training program.
8. Maintain candidate membership in the AUA, South Central Section (AUA) and the Texas Urologic Society

Mechanism of learning: Reading, mentoring by faculty/fellows, conferences.

Competency: Medical Knowledge, Practice-based learning & Improvement, Professionalism, Interpersonal & Communication skills.

Documentation: Global Resident Competency Rating Form, Observed Patient Encounter Rating Form, Peer & staff 360 Degree Rating Form, Conference rating forms, Conference attendance forms.

Urologic Education Specific Goals:

1. Further develop mastery level understanding of the physiology and pathophysiology of the major urogenital systems (See U-3).
2. Further develop fluency in the concepts of medical coding.
3. Further develop teaching and organizational skills

Objectives:

1. Demonstrate clear understanding of anatomy, physiology and pathophysiology through improvement in in-service exam scores
2. Demonstrate teaching capabilities through presentations at grand rounds and other conferences
3. Be able to accurately use the current coding of diagnoses (ICD-9, ICD-10) and procedures (CPT) in urology.
4. Keep up to date on the current state of medical care in the United States especially as it relates to provision of needed care to patients in the local practice. This should include a basic understanding of the various entitlement programs (Medicaid, Medicare, VAHCS), public assistance programs (Carelink) and private insurance (HMO, PPO, Other).
5. Successfully teach the AUA Medical Student Curriculum to the MS-3, MS-4 students.

Mechanism of learning: Reading, mentoring by upper level residents/faculty, conferences

Competency: Medical Knowledge, Professionalism. System-based practice

Documentation: Global Resident Competency Rating Form, In-service examination scores, performance at conferences.

Urology Clinical Competency Specific Goals:

1. Improve communication skills to accurately communicate with patients, their families and other health care professionals regarding patient care issues and treatment plans
2. Improve evaluation, management and clinic procedure skills and efficiency
3. Develop higher-level independent administrative skills including management of all aspects of the resident team and support personnel for the assigned hospital
4. Develop an appreciation of the complexity of the specific health care system for the rotation
5. Develop a thorough understanding of how the urologic care fits into the overall context of the patient's health
6. Further nurture an attitude of patient advocacy
7. Further build on skills that prevent and manage post-operative complications
8. Further build on teaching skills to assist the more junior residents, students and support personnel on the service.
9. Supervise (with faculty input) the junior residents in minor procedures

Objectives:

1. Demonstrate functionality in the specifics of scheduling cases, presenting at preoperative conferences, and presentations at M&M conferences
2. Create ACGME compliant call and coverage schedules for the service
3. Demonstrate *professionalism* through team management to assure timely attendance at conferences, clinics and OR assignments
4. Demonstrate *leadership* by monitoring the junior residents, students and support personnel

with respect to their educational, clinical and personal development

5. Demonstrate *leadership* by monitoring the team for signs of fatigue
6. Demonstrate understanding of *systems-based practice* by adjusting team activities to conform to healthcare system policies
7. Demonstrate an ability to use the health care system in creative ways in order to expedite patient diagnostics and care as indicated by their clinical needs
8. Demonstrate understanding of the bigger clinical picture for each patient through judicious use of consultants and open dialog with the patient's primary care team

Mechanism of learning: Reading, mentoring by fellows/faculty, conferences, on rotation experience, rounds with attendings.

Competency: Professionalism, Patient Care, Medical Knowledge, Interpersonal & Communication skills, Systems-based practice & improvement.

Documentation: Global Resident Competency Rating Form, Observed Patient Encounter Rating Form, Peer & staff 360 Degree Rating Form, Patient Evaluations, spot review of clinic notes.

Emergent, Consultation & Inpatient Care Goals:

1. Build on the knowledge base from the U-3 year.
2. Further develop confidence and leadership skills with the hospital team.
3. Further build on skills that prevent and manage post-operative complications
4. Further build on teaching skills to assist the more junior residents, students and support personnel on the service.
5. Improve communication skills to accurately communicate with patients, their families and other health care professionals regarding patient care issues and treatment plans.

Objectives:

1. Demonstrate confidence and successful administration of the hospital team.
2. Demonstrate leadership by helping the more junior residents develop efficient, accurate and timely evaluation and management plans for patients in the urgent, consultative and inpatient settings
3. Demonstrate leadership and teaching skills by allowing the more junior residents to begin to function independently while carefully guiding them to ensure patient safety
4. Demonstrate clinical thoroughness that maximizes preoperative planning and minimizes post-operative complications and less than optimal outcomes
5. Demonstrate a thorough knowledge of the healthcare system in discharge planning

Mechanism of learning: Reading, mentoring by fellows/faculty, conferences, clinical experience, faculty teaching rounds.

Competency: Medical Knowledge, Patient Care, Interpersonal & Communication skills, Professionalism.

Documentation: Global Resident Competency Rating Form, Observation on rounds, Peer & Staff 360 Degree Rating Form, Patient evaluations, M&M reports.

Urology Specific Surgical Skills Goals:

1. Develop the atmosphere around the 'operation' that promotes communication among providers with emphasis on patient and staff safety
2. Improve skill level to allow independent completion of more complex cases in open, laparoscopic, robotic and endoscopic surgery.
3. Develop more efficiency in all types of cases through careful planning, knowledge of operative steps and efficient use of assistants
4. Use past experience to develop new surgical approaches to urologic problems

Objectives:

1. Demonstrate mastery of surgical skills including:
 - a. Understanding of anatomy
 - b. Knowledge of indications for surgical intervention
 - c. Benefits and risks of procedures
 - d. Alternative treatments available including non-surgical alternatives
 - e. Facile use of laparoscopic, open and endoscopic instrumentation
 - f. Accuracy, safety and efficiency in operative performance
 - g. Preparation, patience and attention to detail to minimize complications
 - h. Dealing with unexpected events during surgery
2. Demonstrate the ability to communicate well with the operative team (anesthesia, nursing, technicians, etc.) to maintain an environment conducive to patient safety
3. Demonstrate the ability to utilize equipment in a safe manner
4. Demonstrate clear understanding of the operative steps in all previously learned operations and procedures including alternate positioning, incisions, dissection and closures
5. Demonstrate the ability to handle unexpected problems during surgery including methods of:
 - a. Bleeding control
 - b. Repair of consequential injuries to organs,
 - c. Safely aborting a procedure with appropriate steps taken to allow later completion
 - d. Judicious use of intra-operative consultations
 - e. Other steps as needed

Mechanism of learning: Reading, Mentoring by upper level residents/faculty, conferences, OR experience, Skills lab.

Competency: Patient Care, Medical Knowledge, Interpersonal and Communication Skills, Practice-Based Learning, Surgical skills.

Documentation: Global Resident Competency Rating Form, Operative evaluation forms, peer and staff 360 rating forms.

Quality Improvement Goals:

1. Develop an understanding of the complexity of clinical care and the inherent need for patient safety initiatives
2. Develop understanding of methods that are necessary to improve patient outcomes, health care efficiency and decrease overall costs of health care.

Objectives:

1. Continue design and begin implementation of a QI project based upon a relevant clinical question in Urology
2. Analyze the data with current statistical methodology
3. Prepare and present the project to the key stake-holders
4. Submit abstracts from the QI Project to local, regional or national meetings
5. Prepare a publication quality document for submission.

Mechanism of learning: Reading, mentoring by faculty research advisor, conferences,

Competency: Medical Knowledge, Technical Skill, Practice-based learning, Professionalism

Documentation: Global Resident Competency Rating Form, Peer & staff 360 Degree Rating Form.